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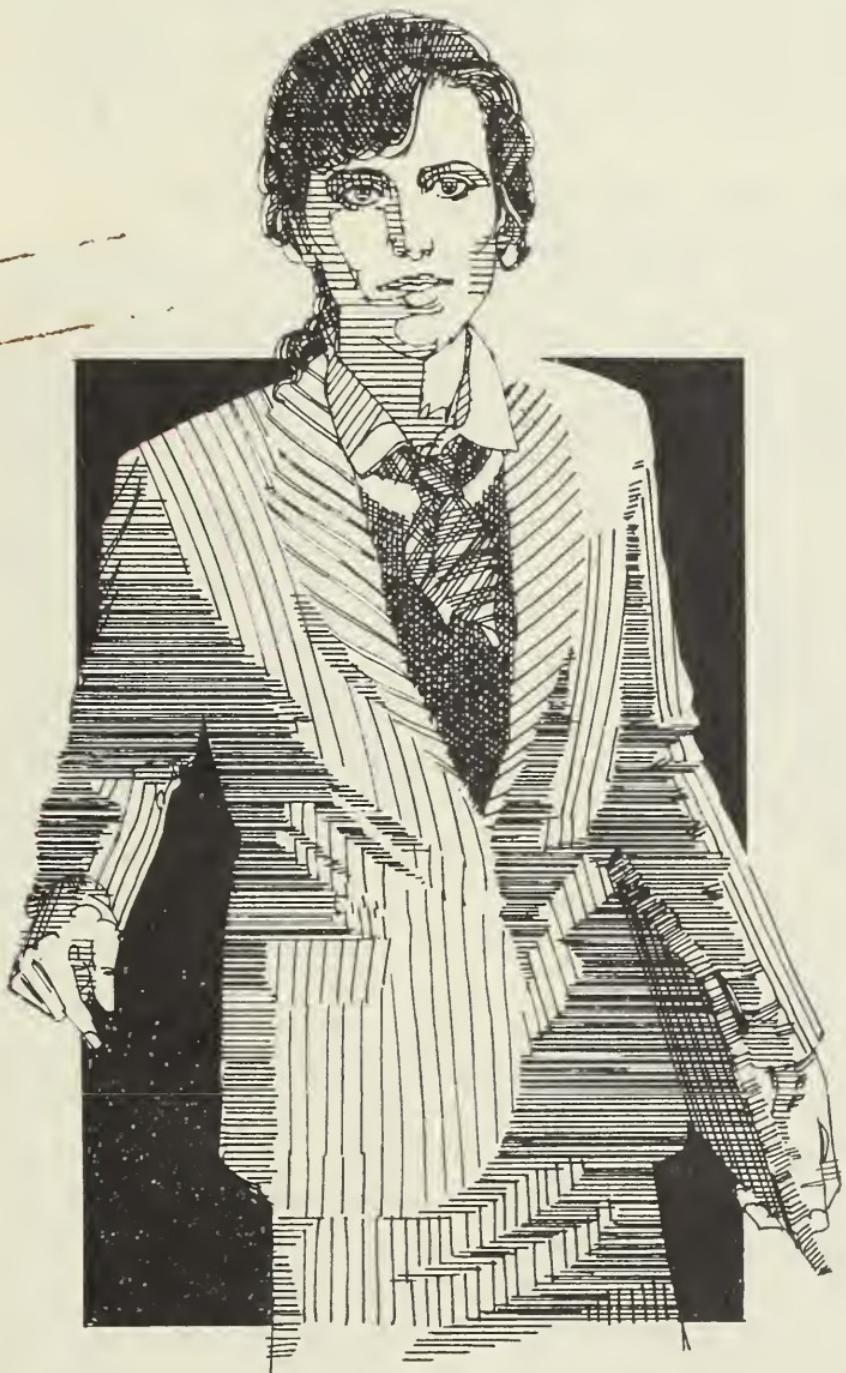
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# The Federal Women's Program



# **The Federal Women's Program**

## **What is the Federal Women's Program?**

The Federal Women's Program (FWP) is part of the national effort to assure equal employment opportunities for all Americans. The FWP was mandated by the President of the United States in 1967, through Executive Order 11375. Forest Service line officers are responsible for carrying out and meeting FWP goals. National forest supervisors have appointed FWP managers to help reach these objectives. The FWP managers provide advice about increasing the employment and advancement of women. In addition, they provide advice on the participation of women in all Forest Service activities, programs and benefits.

## **What is the Purpose of the FWP?**

The purpose of the FWP is to increase employment and advancement of women, especially in traditionally "male" jobs, so that women will be fairly represented in all types of jobs and levels of the organization. For example, women are underrepresented as regional foresters, forest supervisors, rangers, overhead fire team bosses, deputy regional foresters for administration, directors, etc.

## **What are FWP's Immediate Emphasis Areas in the Forest Service?**

1. Increase the number of women in professional and nontraditional occupations.
2. Increase the average grade level of women.
3. Increase the representation of women in all Forest Service activities, programs, and benefits.



## Why do We Need a Special Program for Women?

The President mandated this program because women face special problems in employment and career advancement. The problems center around role stereotypes and myths about women. Unlike ethnic minority groups, women have been traditionally employed by the Forest Service. However, they have typically occupied the lower pay levels and jobs that are deadended.



## How does the FWP Work?

The FWP manager assesses the status of women as to job categories and grade levels. As a result of that assessment, plans are devised to deal with the problems that were identified. For example, a Forest may find, through the analysis, that there are no professional women on certain districts. The plan, then, might involve intensive recruitment efforts at colleges and universities to hire women for professional positions.

Another problem might be that women have difficulty identifying career goals. In this instance, the role of the FWP manager would be to obtain counselling, training or other guidance such as "Career Focus For Women" training. As one can see from these examples, the program operates in two ways:  
(1) management assuring that opportunities are there;  
(2) women being encouraged to realize their full potential and know their rights.



## **How does the FWP Assist Unit Managers?**

FWP managers advise and consult with management. They identify problem areas and barriers that hinder employment and advancement of women. They advise management on ways to remove these barriers. These solutions may include efforts to raise the awareness of the situation by managers and other male and female employees. In addition, women may be offered training in assertiveness, and career counseling. Workshops may be held on the informal system by which many major decisions are reached in organizations. FWP managers are involved in much behind-the-scenes work with management. They analyze policies, procedures, and practices that impact on employment and advancement of women. They encourage managers to establish upward-mobility positions, and inform women of training opportunities.

## **Has the FWP been Successful in the Southern Region?**

Yes, to a certain extent. There has been steady growth by women in the region's workforce. The following statistics compare the status of women in 1982 with that of 1988.

	<u>1982</u>	<u>1988</u>
Number of GS/GM PFT* positions occupied by women	761	829
Number of forestry and technician positions (PFT) occupied by women	45	89
Number of women (PFT) in GS-9 and higher grades	98	152
Number of women in district ranger/key staff jobs	6	21

\* Permanent, full-time.

In addition, most committees, ad hoc groups, selection committees, etc., include women. However, as you can see from the current statistics, there is still much work to do. Therefore, it is important that all of us become involved, ask questions, and help promote the Federal Women's Program.

# **Who are the Federal Women's Program Managers in the Forest Service, Southern Region, and Forests?**

In the locations listed below, they are:

1) Washington Office -	Name _____	Telephone Number _____
2) Regional Office -	Name _____	Telephone Number _____
3) Forest/District -	Name _____	Telephone Number _____

For further information, check your unit's Affirmative Action Plan, F.S. Manual 1700, FSH 1709.11 or contact your local FWP representative.

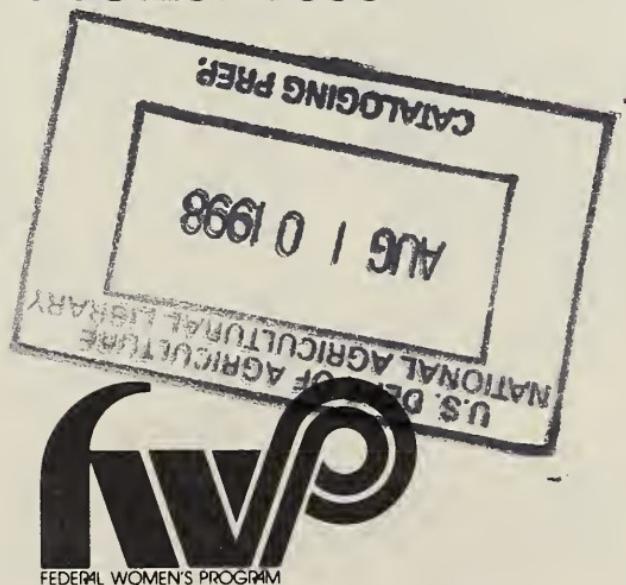




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